

# Merit now counts more than seniority

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**PUTRAJAYA:** Chief Secretary to the Government Tan Sri Mohd Sidek Hassan said promotion in the civil service is now dependent more on merit than seniority, and advised civil servants to equip themselves with competencies for their career development.

He said the Public Officers (Appointments and Promotions and Termination of Service) Regulations 2005 provided for merit to be considered in terms of performance of the duties entrusted to them.

"Therefore, you must always be aware of this principle and strive to provide a meaningful service in accordance with your capability," he said at the ceremony to present

the National Institute of Public Administration (Intan) Fellow Award as well as diplomas in management disciplines at Putrajaya International Convention Centre (PICC).

"In short, the principle of merit should serve to motivate you to always strive to provide a service whose result or impact is highly appreciated.

Mohd Sidek said public servants should not allow their integrity to be questioned by anyone for their lack of competency in undertaking a role or responsibility.

Furthermore, he said, they should also give undivided loyalty to the country, the Yang di-Pertuan

Agong and government of the day.

"As public servants, we should always maintain the good name and image of the service in terms of conduct and speech," he said.

Mohd Sidek presented diplomas in management disciplines to 708 civil servants.

He also presented the Intan Fellow Award to Tan Sri Dr Mazlan Ahmad, who had served in the civil service for 38 years.

Mazlan, who retired in 1998, was recalled to head the Education Service Commission for six years from 1999. At the height of his career in the public service, he was appointed the director-general. — Bernama